



Amy E. Flowers

Associate

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Amy Flowers is a dedicated attorney in Ice Miller's Workplace Solutions Group, where she partners with employers to navigate complex employment and work safety issues, including workers' compensation matters and OSHA investigations. She provides strategic counsel to help businesses proactively mitigate risks and defend against litigation. With a keen understanding of workplace challenges, Amy delivers practical solutions that align with her clients' goals. Her commitment to guiding employers through legal obstacles makes her a trusted advocate in employment law.

Prior to joining Ice Miller, Amy served as a bailiff to Judge Kimberly Cocroft of the Franklin County Court of Common Pleas for 11 years. After receiving her law degree, Amy drafted decisions and entries for the Judge to review on pending criminal motions, suppression issues, judicial release, post-conviction, jail time credit and other criminal matters before the court in addition to maintaining docket statistics for monthly Supreme Court Reports. Amy also served as a liaison for the Judge and other agencies, court departments, the clerk's office, litigants, lawyers and other professionals to coordinate court business.

Amy formerly sat on the Athens City Council. She chaired the Transportation Committee and served as a member of both the Arts & Recreation Committee and Communications Committee. As an At-Large member, Amy navigated the legislative process to turn proposals into ordinances and collaborated with various government agencies and groups to present ordinances to committees.

Amy earned her juris doctor from Capital University, as well as a Master of Public Administration and bachelor's degree in political science from Ohio University.

When not assisting clients, Amy enjoys cycling and competing in Ironman races. Amy welcomes a challenge and knows that to enjoy the bike and run, you have to muscle through the swim.

Education

- Ohio University (B.S., 2005)
 - Political Science
- Ohio University (M.P.A, 2008)

Services & Industries

- Commercial Litigation
- Electronic Discovery (e-discovery)
- Employment Litigation & Disputes
- Labor & Employment
- Litigation
- Workers' Compensation
- Workplace Investigations
- Workplace Safety

- Capital University Law School (J.D., 2015)

Admissions

- United States District Court - Northern District of Indiana
- Ohio
- United States District Court - Northern District of Ohio
- United States District Court - Southern District of Ohio

Professional Affiliations

- Member, Board of Governors, Columbus Bar Association, 2024-2027
- Co-Chair, Law Firm Anti Racism Alliance, Criminal Legal Working Group
- Fellow, Ohio State Bar Foundation
- Ohio Women's Bar Association
- Columbus Bar Association
- Ohio State Bar Association

Awards & Honors

- Ohio *Super Lawyers* Rising Star: Employment & Labor, 2025
- CALI Award for Excellence in Trial Advocacy
- CALI Award for Excellence in Judging and the Nature of Justice

Community Involvement

- Vice President of Government Affairs, Human Resources Association of Central Ohio
- Member, Admissions Committee, Columbus Bar Association
- Treasurer, Service!
- President, Chief Justice Thomas J. Moyer Inn of Court
- Vice-Chair, Professional Ethics Committee, Columbus Bar Association

Success Stories

Ice Miller Represents Vietnamese Company in Expanding Sustainable Packaging Operations in the United States

Ice Miller serves as legal counsel to Plascene Inc., a subsidiary of Vietnam's DUYTAN Group, providing strategic legal guidance as the company strengthens its position in the United States plastics market and advances its commitment to sustainable packaging.

Founded in 2011, Plascene has grown from a single manufacturing facility in Oxnard, California, into a recognized leader in food-grade PET and recycled PET (rPET) bottles and jars. The company now operates 15 production lines with an annual capacity exceeding 270 million bottles, serving global clients across the food, beverage, and nutraceutical sectors. Plascene has built long-standing partnerships with brands whose products are distributed in leading retailers, including Costco, Walmart, Trader Joe's, Target, and Sam's Club. As part of DUYTAN Group—Vietnam's largest plastic manufacturer with more than 38 years of industry experience—Plascene benefits from its parent company's global network and shared dedication to sustainability.

The deal team was led by partner Mai Zymaris and supported by partners Justin Swindells, Wonnie Lee, Freedom Smith, Olga Voinarevich, Ken Robinson, Terri Czajka, John Cannizzaro, and Brad Jones. Associates Grace Dahm, Amy Flowers, Zenas Shi, and law clerk Kelly Xia provided additional assistance. Ice Miller's Vietnam Practice interdisciplinary team has counseled Plascene on intellectual property protection, international trade compliance, commercial and IP-related contracts, tax credits, employee benefits, and cross-border transactions. The firm's guidance has enabled Plascene to navigate complex regulatory frameworks while strengthening its competitive position in the global packaging market.

"Ice Miller stands out by combining that same 'Big Law' caliber expertise with the personalized, flexible service of a boutique firm—all at reasonable rates. No issue is too small; the team always prioritizes practical solutions over billable hours or high-profile wins," said Plascene General Counsel Minh Khoa D. Tran. "What impressed me most is their remarkable responsiveness and flexibility. Despite Plascene not being their largest client, they treat us as a top priority, seeing our future potential and supporting our U.S. expansion every step of the way."

Plascene's continued expansion demonstrates how thoughtful legal counsel can support mission-driven manufacturers as they scale across jurisdictions and advance industry standards for sustainable production.